

Analysis Policy Leader in Development of Educators at Muhammadiyah Boarding School AT-Tanwir Regency Mamuju

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Abstract

Study this aim for analyzing policy taken leader in effort development power educators and education at Muhammadiyah Boarding School At-Tanwir Regency Mamuju. The method used _ in study this is method study qualitative with research direct to location research, as well as to do Interviews with considered informants capable give information about policy leader in development power educator at Muhammadiyah Boarding School At-Tanwir. Research Results this showing activity for educators Cottage Boarding school Muhammadiyah At-Tanwir Mamuju conducted through amount activity development including seminars, workshops, training and MGMP activities such as: internal training (IHT). Management power educator at Muhammadiyah Boarding School At-Tanwir Regency Mamuju conducted with approach criteria four competence power educator including (a) approach enhancement pedagogic (b) improvement competence personality (c) improvement professional competence (d) improvement competence social. Factor blocker activity this is low spirit office in increase potency self through seminar activities, strengthening competence, and other managerial activities because time implementation concurrent activities with activity office. Whereas factor supporters are setting effective employees, management transparent and appropriate budgets, and enhancement supporting facilities and infrastructure activity study teach at school.

Keywords:

educators; leaders; policies

Introduction

Source power quality human (HR) is humans who have ability or competencies that can build or motivate somebody to positive direction (Anwar, 2022). Traits like that no could denied if our view 21st century as the era of globalization known full with competition (*hypercompetition*). Increase quality source power man not Thing easy, because need understanding draft development source power human, institutional and funding. Existence management source power good human will increase performance work employees and

productivity company (Syarief et al., 2022) , even commitment employee to the organization Becomes key in enhancement performance and achieve destination organization (Silfiani et al., 2021).

Creativity and innovation in the world of education is needed for increase quality of human resources and ensure development sustainable in the future (Shahyadi, 2020). In the 21st century, readiness government in facing the era of globalization must supported by the business world and academia for embrace trading free on a global level. In 1992 the leaders of ASEAN countries decided for formed AFTA (ASEAN Free Trade Area) to increase superiority competitive in the ASEAN region because product target the global market through deletion rate as well as deletion obstacle rates.

Education recognized have role strategic in effort develop potency nation as base main for increase source power in build the country thorough. Educator or power education as HR direct play a role in determine quality education. Besides for increase quality education and development in schools , is also a factor important for increase power competitive between institution education , especially the Muhammadiyah Boarding School (MBS) which is owned by Muhammadiyah because it not only give knowledge general but also religious content and application education character in curriculum boarding school (Nugraheni & Firmansyah, 2021) (Habibi et al., 2022) (Amilosa & Sumedi, 2018). One institution capable education resolve problem education in this country is cottage boarding school that has stand up During more of 500 years. However, progress industry and technology fast information has bring change big in various aspect. Condition This is what encourages PP Muhammadiyah when this to set up a cottage known modern boarding school with MBS (Muhammadiyah Boarding School). It also encourages happening shift paradigm in organization especially in the field of education based boarding school, so need strive for for packaging, designing, and presenting organization as institution education best able Fulfill needs Public at a time make base theory normative Islam.

One of the necessary strategies done so that the boarding school permanent life is with develop source power the human. For that, everything related efforts _ with development quality educators and staff education as source power man Keep going conducted with index enhancement quality Indonesian people who are able think strategic and insightful to front for balance Among Imtaq and knowledge knowledge and technology.

The problem is, pesantren in Indonesia in general lost compete. No just manifestation, but in reality boarding school generally satisfied with state that, so that no feel need fix systems, management and resources power the human.

Existence boarding school still not yet certain as ideal institution for produce generation quality young based on fact that During this Islamic boarding schools in Indonesia do not many changed from the original model which is more concentrate on religious education. Even in the era of globalization with competition tight like moment this, build source power man no only enough for build character, but also need various knowledge and skills up to moment this not yet capable accommodate cottage boarding school because various factors, such as Kiai permanent closed for accept development and lack training and infrastructure.

Something modern with development eye science lectures and some are combining the yellow book with knowledge knowledge and technology. Same thing apply for educator source power human. Data show that the number of teachers in the cottage boarding school is 153,276, including 102,495 (66.87%) male teachers and 50,781 (33.13%) female teachers. Number of teachers with qualification as many as 108,816 teachers (70.99%), consisting of from 74,398 male (68.37%) and 34,418 female (31.16%). The number of teachers is 42,019 (27.42%), consisting of of 26,212 men (63.38%) and 15,807 women (37.62%), and a master's degree as many as 2,441 people (1.59%), with a total of 1,885 people (77.22%) were men and 556 people (22.78%) were female.

From the data above seen that level cottage teacher education boarding school need improved, because according to note, level S1 education reached 71.99%, only 28.01% were trained. because of it is necessary existence upgrade program improvement source power man specifically power teacher who must at least have title bachelor to use increase quality learning at the cottage boarding school.

So that Muhammadiyah as religious society have strong commitment to development and progress education (school), da'wah (da'wah), health (healing) and welfare ummah (welfare). Since beginning establishment until now, Muhammadiyah has succeed develop education from; Kindergarten, Elementary, Middle and High School. Muhammadiyah and Aisyiyah (PTM/ PTA) reached 177 units. Far Amount exceed

laboratory state owned, namely 175 (120 laboratories under the Ministry of Education and 55 laboratories under the Ministry of Religion).

Methods

Approach Study

Study this use approach study qualitative. Base theory working as guidelines for driving study in accordance reality on the ground, apart from that base theory for give description context research and is document research, discuss results research.

In study qualitative, researcher is tool main. Become a researcher must have knowledge broad and deep theoretical for could submit question and construct the subject under study so that more clear. Study qualitative used if the problem no clear, for knowing hidden meaning, for understand interaction social, for develop theory, for ensure authenticity of data and for check history development.

Unit of Analysis and Determination Informant

Type studies in study this is studies case with design studies unique case. Studies case tend test amount small unit but amount big variables and conditions. Studies case is also useful as information background behind for planning study knowledge more social wide. Due to study this character deep, they explain variable importance, processes, and interactions that require attention more. While the data obtained from studies case give useful example for describe generalized results to statistics.

Data Collection Techniques

Data collection techniques used in study this is interviews, documentation, and observations. Interview for study this conducted for gather proof about topics and collect data about pattern involvement of teachers and administrators in organization and impact enhancement involvement, involvement in organization to performance of teachers and administrators. For complete the data with true and accurate, especially formerly must made guidelines Interview or interview guides. In study this there is informants who become source information, including:

- a. MBS Director as informants who inform about strengthening strategy commitment of teachers and administrators in organization

- b. Head schools, teachers, and administrators such as information about involvement organization or MBS, chief strategy school for strengthen commitment organization, and its impact to performance individual.

Results and Discussion

The Concept of Boarding School Education at Muhammadiyah AT- Tanwir Mamuju

Through draft education transformational, everyone will capable translate everything learned in form of ideas and knowledge to in practices and actions (Huda, 2019:169). Knowledge knowledge not material that only saved in form theory and formula, but need transformed Becomes action, contribution, role, contribution, contribution for goodness and benefits environment around.

Draft education transformational start from the story of KH. Ahmad Dahlan who taught Surah Al- Maun to all his student. Method learning he developed character contextual through cognitive processes (Arofah & Jamu`in, 2015: 120). Surah Al Ma'un studied over and over again even though the students already memorize, then tomorrow day with different material, KH. Ahmad Dahlan invites for help the poor around.

KH. Ahmad Dahlan since beginning develop draft appropriate education with environment. Draft this bring up principle science amaliah, that is philanthropy knowledge, which means knowledge beneficial when practiced for benefit as much as possible (Ahmad, 2015:151).

Education, which has consequence social, then Becomes source Muhammadiyah awareness for build attitude philanthrope to environment social. That thing because attitude philanthrope to environment social is mission from Islamic law, namely in the form of move people for To do actions positive limiting constructive people from actions destructive negative, with justify kindness, with forbid evil, with resolve the destruction life and let go shackles that can destroy human (Huda, 2019:169).

Exposure Dimension Study

Skill

After researcher To do research at MBS At- Tanwir Mamuju with method interviews, observations and documentation, can displayed dimensions study as the following: 1.

Policies applied in skeleton enhancement Source Power Humans at Muhammadiyah Boarding School At-Tanwir Mamuju, 2. Factor what be support and inhibitor enhancement Source Power Humans at Muhammadiyah Boarding School At-Tanwir Mamuju .

"Based on results Interview with director (MUDIR) MBS, since beginning he want MBS to be school favorite that materializes students who have true faith, faith solihah, have character karimah, and intellectual, So that they make policy specifically related with power educator especially related with a linear teacher with background behind education , for example Religion teacher must Bachelor of Religion, as well as teaching teachers field other studies (Interview Wm 2 – December 2020) because of school this is owned by the Muhammadiyah association, which of course has the authority maintenance is Education, of course more first we delivered to Dikdasmen.

This thing apply for power teacher, especially head school because he as Leader at school, so all policy talked about to head school as guarantor answer all formal training in schools. After year the first teachers were recruited is a teacher whose education is linear, so slow gradually start increased and Alhamdulillah the public trust is enough significant to MBS, so make student increase even exceed quota candidate accepted students.

As factor Thank God because our in the middle city, so there are a lot of human resources can be seconded, vice versa if factor the barrier, because our school private temporary our surrounded public school so expected source of funds from BOS funds no maximum sufficient needs school, only just our wish infaq from parents student .

So in the policy process this is involved is including Head Schools, Teachers, as well as operators, staff, administration, and also others involved direct in the learning process teach." According to Nurhaeni, S.Pd Head Elementary School (SD) That The policies made by the leadership (MUDIR) are: very precise step and give opportunity to all power educator for get creative in development future, and the implementation of the program enough good and wise (interview Nh 28 November 2020)

Based on results Interview with Nh then researcher interesting conclusion as following What makes our enthusiastic and careful in doing Duty is because existence evaluation every month when regular recitation and payroll, our hope as Head School (SD) hopefully what we do can useful and can help in future MBS development, in more

programs progress, and Alhamdulillah for connection Among Leader, Chief Schools, Teachers and Staff enough good the communication .

"According to Basir Badul, S. Pdi as head middle school, that policies that have been taken leader in Thing this is MUDIR, very precise in increase MBS quality, this is strategic move welcome progressive education forward (interview with BB on December 2, 2020)

Based on results Interview with Head middle school then researcher interesting conclusion as following according to him implementation of this program enough good, effective, and efficient, even this can answered on performance our past evaluation carried out every beginning month on recitation and payroll events in term in MBS Mamuju, even our as leader strive for push work same between other institutions, implement coordinating, implementing training, supervision, and consultation, so that intertwined connection harmonious leaders, teachers, and managers.

"If Hasmawati, S.Pd as one of the teachers at mbs say that policies made by the leadership (Mudir) in the development power educator it's been very good . This thing can our see from policy made that whoever that person is if from outside no can enter because potential transmit the covid 19 virus (Hs interview 12 December 2020).

Based on results Interview with Ns then researcher interesting conclusion as following hope hopefully what to do could help and make it easy whole student in the learning process teaching at school nor outside school.

Skills Education

Reach standard education means change or change form (Echols, 2003: 601). When in adverb form, in _ language English have two meanings; (1) change (form), reveal. (2) changes. So, when transformation Becomes transformation, meaning changed Becomes change (shape) in noun meaning, and in Indonesian becomes transformation. Transformation in Indonesian means change.

Transformation basically is a process of change basic human. Learning or education transformational is learning or education that produces change self - based students. From interpretation the could concluded that transformation means (1) change shape, appearance or structure; (2) change condition, nature or characteristics; or even (3) substance substitute (Syaifulloh, 2016:35).

Paulo Freire, a scientist education from Brazil defines education transformational as education based values critical who looks at reality social, perspective this could achieved when somebody have perception critical about not only agree with inequality the social he it worked , but with reasoning critically , he capable see by objective reason inequality and how Act for get over it with action real . Mezirow says " Learning that is oriented to change (transformation) frames of preference as structure assumptions used someone for see, understand, and interpret life" (Syafulloh, 2016:35).

By concise, researcher conclude that education transformational is education undergoing a process of change to more direction good. Change process to self alone (transformation self) and change to environment.

Destination education transformational developed by Renstra The Ministry of National Education (2004) is for produce intelligent, knowledgeable and empowered human competitive. Intelligence holistic means spiritual intelligence (healing heart) capable actualize self with good through construction heart for develop and strengthen a sense of faith, piety, and shape noble personality with realization noble personality and superior personality. Intelligence emotional (taste) means capable perceive self through taste, use increase sensitivity and appreciation to beauty art culture, as well as ability express it (Tilaar, 2005:22).

Conclusion

Activities of educators Cottage Muhammadiyah Islamic Boarding School At -Tanwir Mamuju conducted through amount activity development including seminars, workshops, training and MGMP activities. Activity like internal training (IHT). With monitoring and evaluation activities, institutions could knowing progress power teacher after activity development. Activity the conducted by routine so that educators could increase skills that have been have. Activity the conducted by routine so that educators could increase his skills Becomes more good again.

Activities carried out During this has walk with good and effective. Not all activity development give more impact big for educator, sometimes something has an impact less than optimal and not could conducted by straight away.

At the Muhammadiyah Islamic Boarding School AT-Tanwir Regency Mamuju, in development educator professional, educator sued for increase knowledge to master Theory by broad and deep in accordance with material, curriculum and mastery structure science and method including participation in MGMP meeting, participation in training, and activities others, etc., including use technology information and communication for development private.

The inhibiting and facilitating factors implementation activity development educator at Pondok Muhammadiyah Islamic Boarding School At-Tanwir Regency Mamuju Becomes challenge for institution in manage activity development, so that operational the could done with smooth and appropriate with hope. Factor blocker activity this is low spirit senior officer for realize potency self and time implementation concurrent activities with activity other, while factor supporters is setting effective employee, results appropriate fee as well as adequate facilities and infrastructure. A number of factor blocker growth minimized with implement certain strategies for hinder factors that, while factor supporter held with proper management so that could push growth activities that can give appropriate response with hope institution.

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